



AUSTRALIAN BUREAU OF STATISTICS

CANBERRA

**AVERAGE EARNINGS
AND HOURS OF
EMPLOYEES
AUSTRALIA**

NOVEMBER 1984

CATALOGUE NO. 6304.0

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AVERAGE EARNINGS AND HOURS
OF EMPLOYEES
AUSTRALIA
NOVEMBER 1984

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R. J. CAMPBELL
Australian Bureau of Statistics

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EXPLANATORY NOTES

Introduction

This publication contains estimates of average weekly earnings and hours relating to the last pay period ending on or before 16 November 1984. The estimates are based on a sample survey conducted quarterly since the September quarter 1981, but for which more detailed dissections of earnings and additional information on hours are collected each December quarter.

2. Background information on the development of this sample survey is provided in *Information Paper; New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.

Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses;
- (i) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

4. A sample of approximately 4,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, government/private, industry and size of employment and a simple random sample is selected from each stratum.

Definitions

5. *Reference period* for the survey refers to the last pay period ending on or before 16 November 1984.

6. *Employees* refers to all wage and salary earners (as defined in paragraph 3) who receive pay for any part of the reference period.

7. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

8. *Adults* are employees 21 years of age or over and those employees who are under 21 years of age but are paid at the full adult rate for their occupation. *Junior employees* are all other employees.

9. *Managerial employees* are *managerial, executive, professional and higher supervisory staff*, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those not defined as managerial employees.

10. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, over-award payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

11. *Weekly overtime earnings* refers to that part of *weekly total earnings* for hours paid for in excess of award, standard or agreed hours of work.

12. *Weekly total earnings* is equal to weekly ordinary time earnings plus weekly overtime earnings.

13. *Average weekly earnings* is derived by dividing estimates of weekly total earnings by estimates of employment. The averages may be affected not only by changes in the level of earnings of employees but also by changes to the overall composition of the labour force such as variations in employment levels, occupation

ASIC code

Division	Sub-division	Title	Abbreviated description used
B		Mining	
C		Manufacturing—	
	21	Food, beverages and tobacco	
	23,24	Textiles; clothing and footwear	
	26	Paper, paper products, printing and publishing	Paper, printing, etc.
	27	Chemical, petroleum and coal products	
	29	Basic metal products	
	31,33	Fabricated metal products; other machinery and equipment	Fabricated metal products; other machinery, etc.
	32	Transport equipment	
	25,28,34	Other manufacturing(a)	
D		Electricity, gas and water	
E		Construction	
F	47	Wholesale trade	
	48	Retail trade	
G,H		Transport and storage; communication	
I		Finance, property and business services	Finance, business services
J,K		Public administration and defence(b); community services	Public administration, community services, etc.
L		Other industries(c) (entertainment, recreation, restaurants, hotels and personal services)	Other industries
		Total	

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).
NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

distribution and proportions of part-time, casual and junior employees. Statistics of average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'.

14. *Weekly hours paid for* refers to the hours for which payment was made. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial, etc. staff.

15. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

16. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

Comparability of results

17. When comparing the estimates in this publication with those of the December quarters of 1981, 1982 and 1983, it is important to keep in mind the stages of development of the sample survey on which these figures

are based (see paragraph 2). In particular, note that estimates produced from the 1983 survey were adjusted before publication to maintain consistency with figures produced from a new sample which represented the final stage of development of the survey. More details of this adjustment can be found in the Explanatory notes of *Average Earnings and Hours of Employees; Australia; November 1983* (6304.0) published on 12 October 1984.

18. When comparisons are made between period-to-period movements in average weekly ordinary time earnings (AWOTE) for full-time adults and movements in the Award Rates of Pay Indexes (ARPI), published in *Award Rates of Pay Indexes, Australia* (6312.0), it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compilation of ARPI. Allowances covered under awards which are not industry or occupation-wide in their application such as site, travelling, height and dirt allowances are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments, such as shift penalty payments and over-award pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is affected by compositional change in the labour force but not ARPI which is a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1976 Survey of Employee Earnings and Hours and subject to re-selection and re-basing at

infrequent intervals. Other factors affecting comparisons of the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope and definitions used in ARPI is featured in ABS Catalogue No. 6312.0.

Reliability of the estimates

19. Since the estimates are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ by chance from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability. For information on the reliability of estimates see the Technical note on page 16.

Industry classification

20. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1978 Edition, Volume 1—The Classification* (1201.0). The table on page 2 shows the ASIC subdivisions used in the survey and abbreviated descriptions used in some tables.

Related publications

21. Users may also wish to refer to the following publications which are available on request:

Average Weekly Earnings, Australia (Preliminary) (6301.0) and the final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

Distribution and Composition of Employee Earnings and Hours, Australia, May 1983 (6306.0)

Weekly Earnings of Employees (Distribution), Australia, August 1984 (Preliminary) (6309.0) and final publication (6310.0), containing results of household surveys conducted annually

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Job Vacancies, Australia (6231.0)—issued quarterly

Overtime, Australia (6330.0)—issued quarterly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly

Award Rates of Pay Indexes, Australia (6312.0)—issued monthly, new series replacing the *Wage Rates Indexes*.

The Labour Force, Australia (6203.0)—issued monthly

22. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

23. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the Inquiries box at the front of this publication, or to Information Services in the nearest ABS Office.

Symbols and other usages

- * subject to sampling variability too high for most practical uses. See the Technical note on page 16.

NOTE: The estimates of average weekly earnings are rounded to the nearest 10 cents.

IN CONFIDENCE

SURVEY OF AVERAGE WEEKLY EARNINGS **WEEK ENDING 16 NOVEMBER 1984**

		NUMBER OF EMPLOYEES	
		MALES	FEMALES
FULL-TIME ADULTS—MANAGERIAL	MA		FA
FULL-TIME ADULTS—NON-MANAGERIAL	MB		FB
FULL-TIME JUNIORS	MC		FC
PART-TIME ADULTS	MD		FD
PART-TIME JUNIORS	ME		FE
TOTAL EMPLOYEES	MF		FF

		WEEKLY OVERTIME EARNINGS (TO NEAREST DOLLAR)	
FULL-TIME ADULTS—NON-MANAGERIAL	MG	\$	FG

		TOTAL GROSS WEEKLY EARNINGS (TO NEAREST DOLLAR) (Including Weekly Overtime Earnings)	
FULL-TIME ADULTS—MANAGERIAL (ensure that any overtime earnings of managerial staff are included)	MH	\$	FH
FULL-TIME ADULTS—NON-MANAGERIAL	MJ	\$	FJ
FULL-TIME JUNIORS	MK	\$	FK
PART-TIME ADULTS	ML	\$	FL
PART-TIME JUNIORS	MM	\$	FM
TOTAL EMPLOYEES	MN	\$	FN

		WEEKLY OVERTIME HOURS PAID FOR (TO NEAREST HOUR)	
FULL-TIME ADULTS—NON-MANAGERIAL	MP		FP

		TOTAL WEEKLY HOURS PAID FOR (Including Weekly Overtime Hours) (TO NEAREST HOUR)	
FULL-TIME ADULTS—NON-MANAGERIAL	MR		FR
FULL-TIME JUNIORS	MT		FT
PART-TIME ADULTS	MU		FU
PART-TIME JUNIORS	MV		FV

COMMENTS

Please comment on any unusual features affecting this return (e.g. unusually high or low earnings or employment).

Name of person to be contacted if any queries arise regarding the return:

Mr

Mrs

Miss

Ms

BLOCK LETTERS

Phone number...../.....

STD Code

Number

Date

Signature

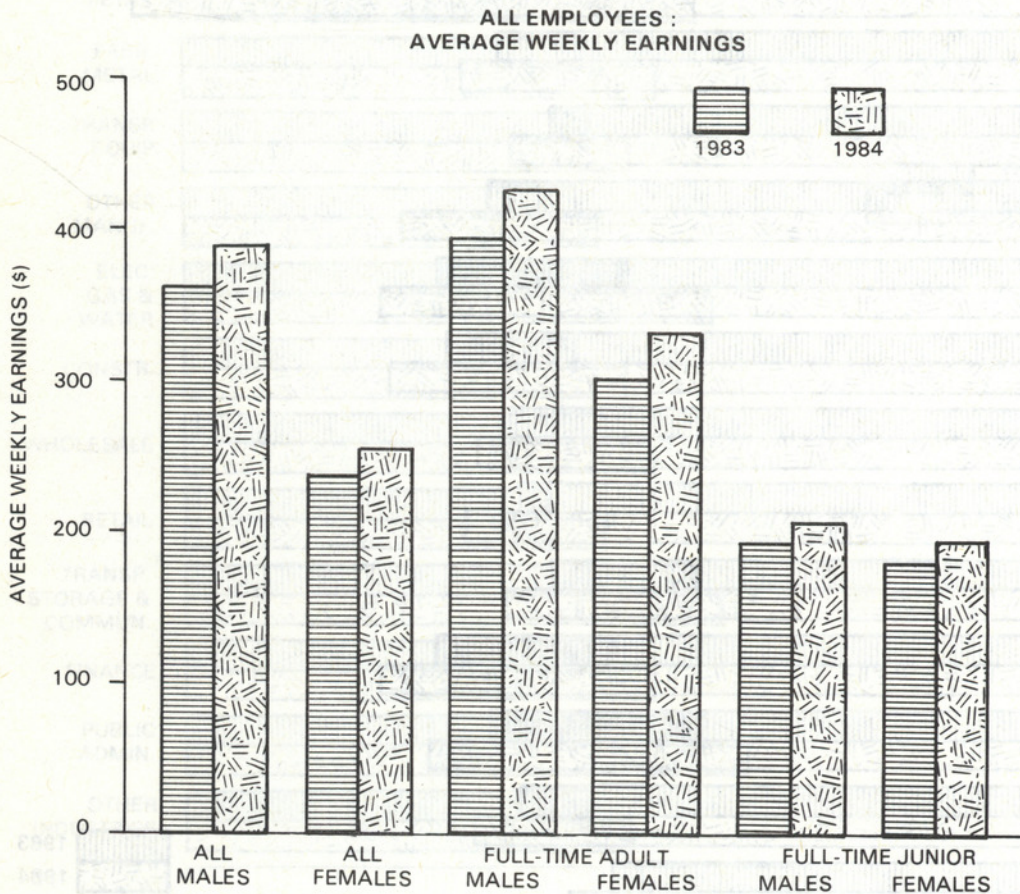
SUMMARY OF FINDINGS

All employees

In November 1984, the average weekly earnings of all male and female employees were \$389.50 and \$255.10 respectively (see Tables 1 & 2). This was an increase of 7.6% for males and 7.5% for females from November 1983.

Full-time adult employees reported average weekly earnings of \$427.30 for males and \$333.50 for females, and full-time junior employees reported average weekly earnings of \$207.80 for males and \$195.00 for females (see Tables 1 & 2).

Full-time adult employee earnings showed a larger percentage increase over November 1983 than did the juniors. Adult increases were 8.4% for males and 9.7% for females while juniors were 6.3% for males and 7.4% for females.

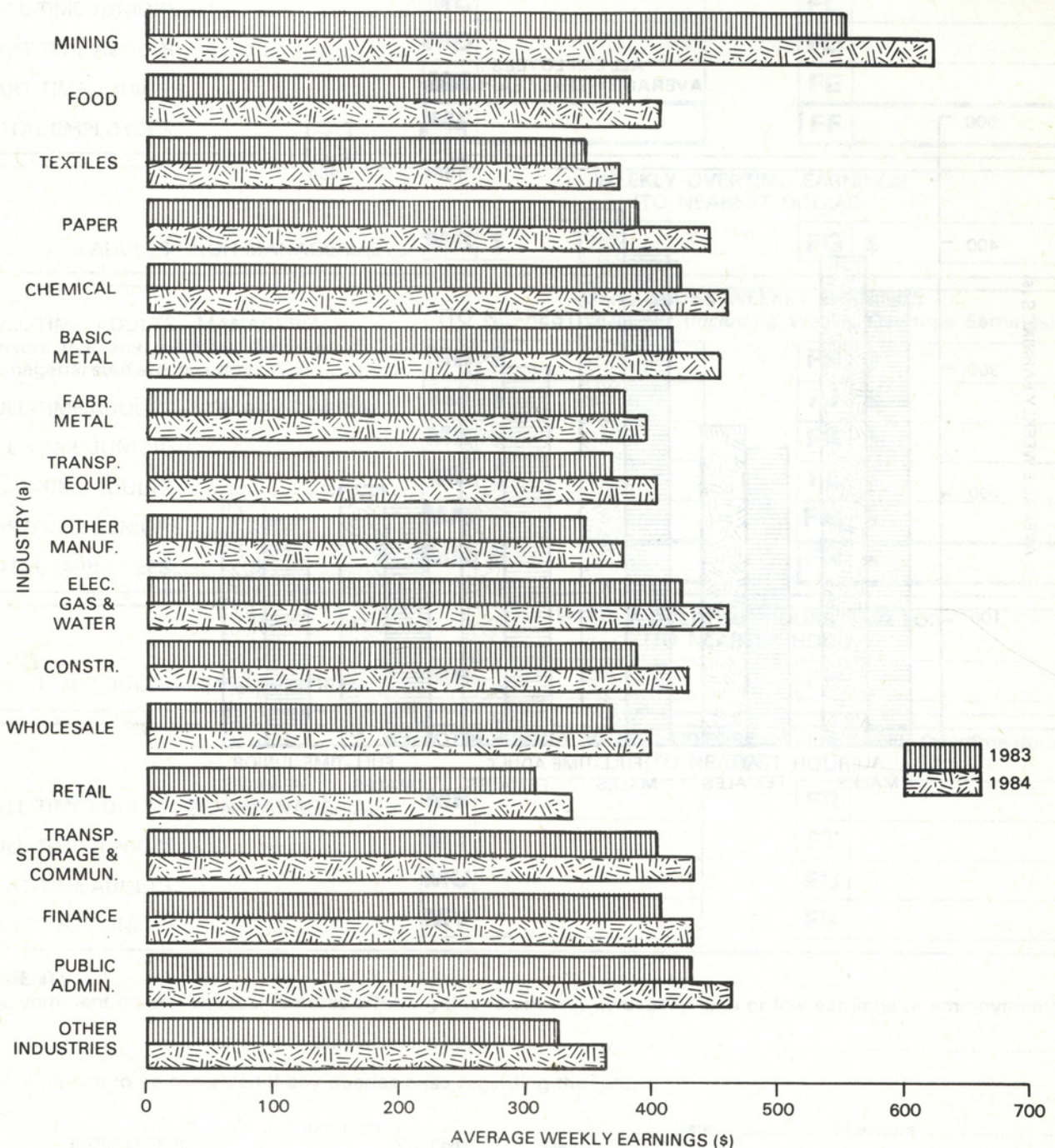


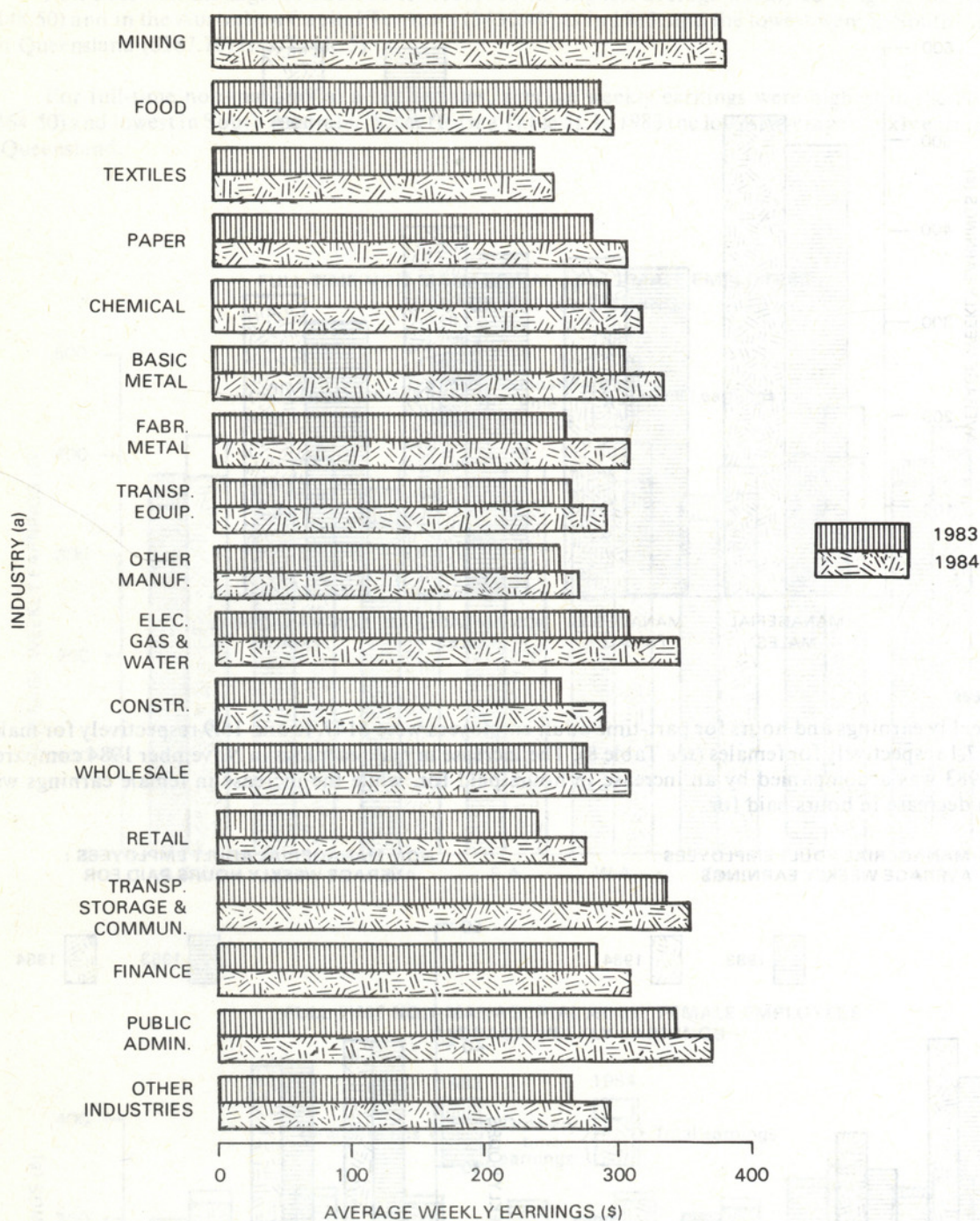
Industries

Average weekly earnings of all full-time adult males was highest in Mining (\$622.30) and in Public administration, community services, etc. (\$464.50), which represented an increase from November 1983 of 12.8% and 7.4% respectively. The lowest average weekly earnings was in Retail trade (\$336.90), an increase of 9.9% over the same period (see Table 1).

All full-time adult females also reported the highest average weekly earnings in Mining (\$386.40), and in Public administration, community services, etc. (\$371.20), and the lowest average weekly earnings in Textiles (\$256.10). These were increases from November 1983 of 1.2%, 7.8% and 5.7% respectively (see Table 1).

FULL-TIME ADULT MALE EMPLOYEES : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1983-84



FULL-TIME ADULT FEMALE EMPLOYEES : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1983-84


(a) For complete Industry description see ASIC classification, page 2.

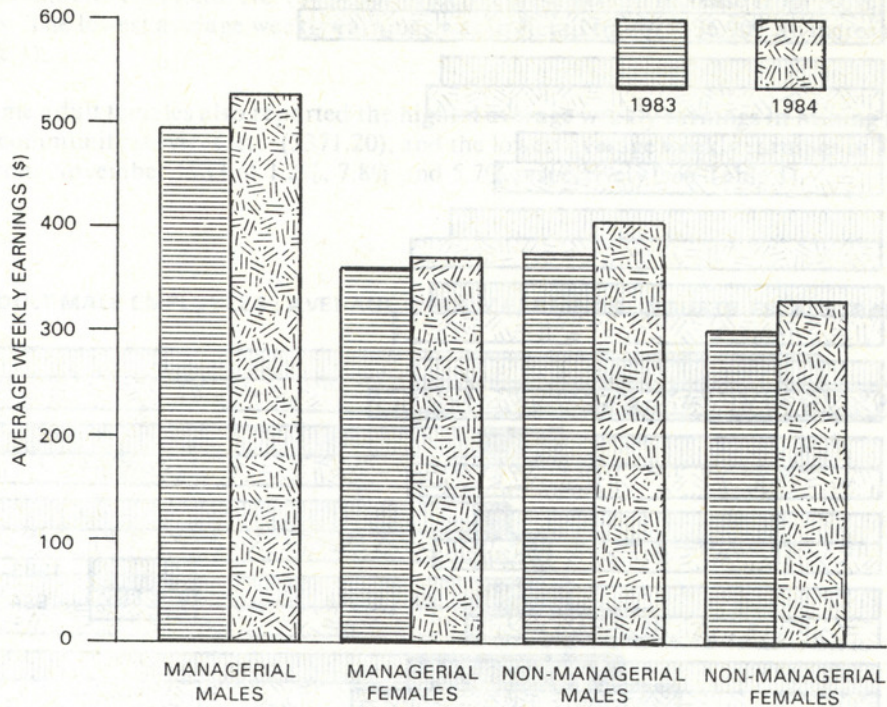
Full-time employees
Managerial

Average weekly earnings for full-time managerial, executive and higher professional staff were \$527.00 for males and \$370.80 for females (see Table 7). This represented an increase of 6.4% from November 1983 for males and an increase of 3.1% for females.

Non-managerial

Average weekly earnings for full-time non-managerial adult employees were \$405.50 for males and \$329.20 for females, and average weekly hours paid for were 40.3 for males and 38.2 for females (see Table 3). This represented an increase in average weekly earnings from November 1983 of 8.4% for males and 10.0% for females while there has been little change in number of hours paid for.

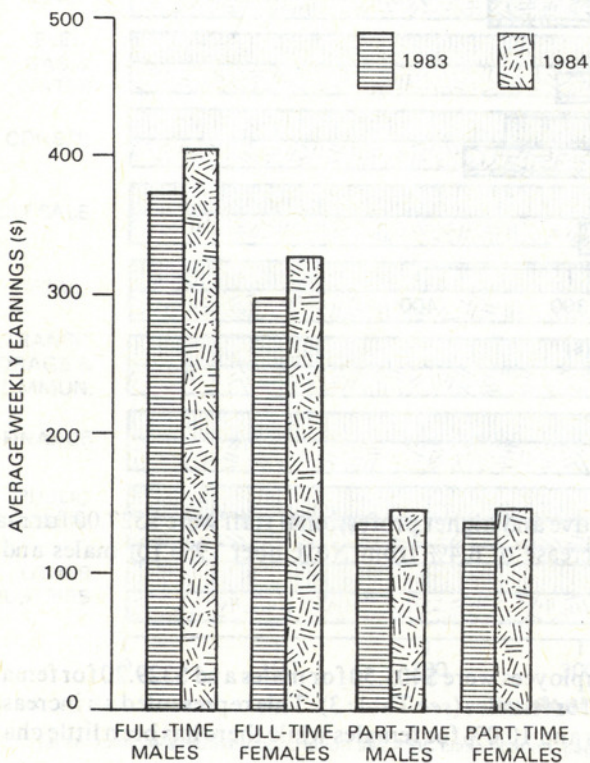
FULL-TIME ADULT EMPLOYEES : AVERAGE WEEKLY EARNINGS



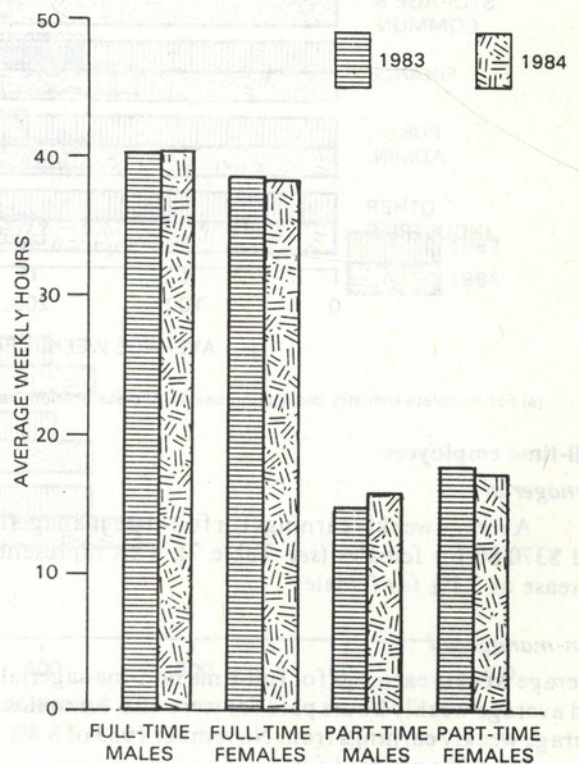
Part-time employees

Average weekly earnings and hours for part-time adult employees were \$147.40 and 15.9 respectively for males and \$148.20 and 17.1 respectively for females (see Table 8). The increase in male earnings in November 1984 compared with November 1983 was accompanied by an increase in hours paid for, while the increase in female earnings was accompanied by a decrease in hours paid for.

NON-MANAGERIAL ADULT EMPLOYEES : AVERAGE WEEKLY EARNINGS



NON-MANAGERIAL ADULT EMPLOYEES : AVERAGE WEEKLY HOURS PAID FOR

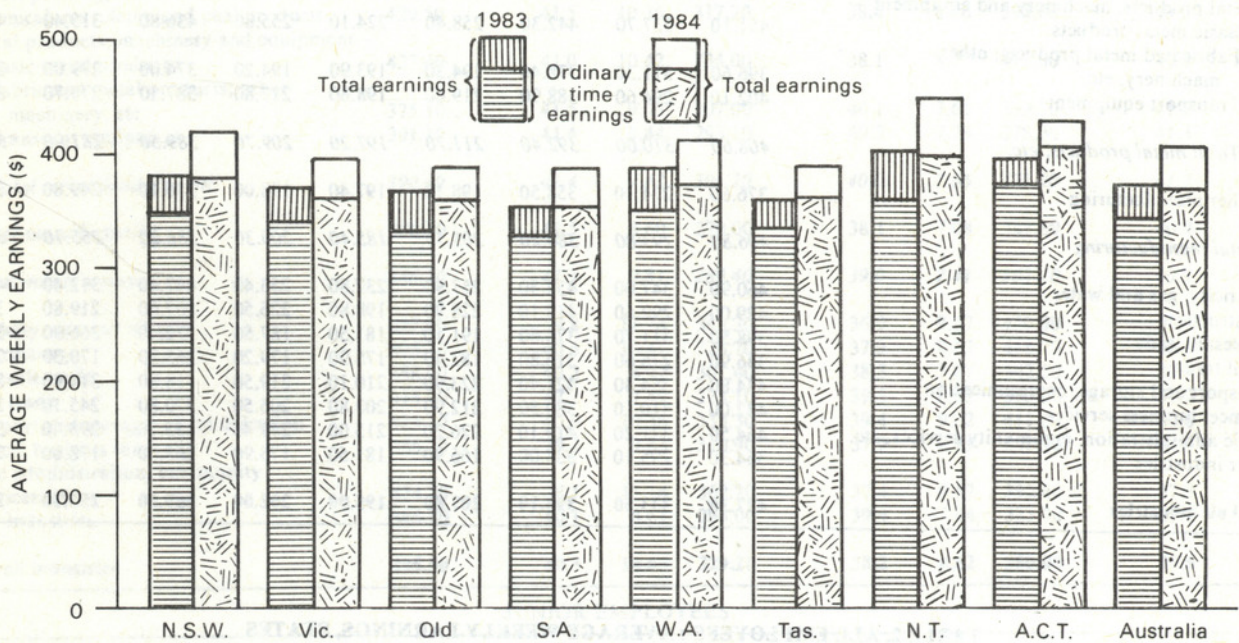


States

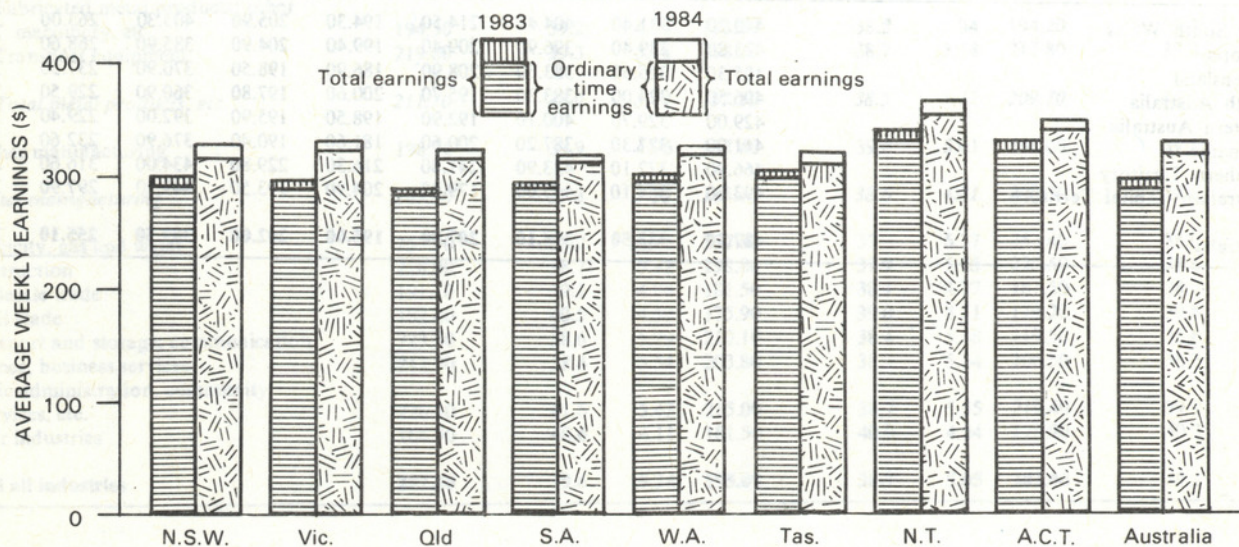
Full-time non-managerial adult males recorded the highest average weekly earnings in the Northern Territory (\$448.50) and in the Australian Capital Territory (\$430.40) as in 1983, and the lowest were in South Australia (\$387.70) and Queensland (\$387.70) (*see Table 5*).

For full-time non-managerial adult females, average weekly earnings were highest in the Northern Territory (\$364.50) and lowest in South Australia (\$319.70) (*see Table 5*). In 1983 the lowest average weekly earnings were recorded in Queensland.

**FULL-TIME NON-MANAGERIAL ADULT MALE EMPLOYEES :
AVERAGE WEEKLY EARNINGS**



**FULL-TIME NON-MANAGERIAL ADULT FEMALE EMPLOYEES :
AVERAGE WEEKLY EARNINGS**



TABLES OF ALL EMPLOYEES (PRIVATE AND GOVERNMENT)

TABLE 1. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1984
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	622.30	386.40	605.40	350.40	217.90	303.40	612.00	333.70	585.20
Manufacturing—									
Food, beverages and tobacco	405.30	302.80	380.90	205.40	181.50	198.40	386.30	268.80	354.30
Textiles; clothing and footwear	374.00	256.10	294.50	174.50	166.70	168.90	353.70	235.80	271.00
Paper, printing, etc.	445.90	321.50	412.70	199.50	193.90	197.40	407.20	268.90	363.20
Chemical, petroleum and coal products	459.70	323.30	422.20	223.50	194.00	213.00	450.80	307.50	409.40
Metal products, machinery and equipment—									
Basic metal products	451.10	337.70	442.30	258.40	224.10	255.80	436.80	315.40	426.70
Fabricated metal products; other machinery, etc.	396.60	311.30	378.40	194.30	193.90	194.20	374.00	279.00	350.80
Transport equipment	402.10	294.60	388.90	219.60	198.80	217.80	387.10	279.70	373.40
Total metal products, etc.	408.60	310.00	392.40	211.70	197.20	209.70	389.50	281.90	369.50
Other manufacturing	376.60	274.10	358.50	198.10	197.40	198.00	356.10	249.80	334.50
Total manufacturing	406.80	293.80	380.20	205.50	185.40	200.30	386.20	265.10	354.10
Electricity, gas and water	460.90	347.00	452.30	257.90	237.80	253.40	447.40	312.40	434.80
Construction	429.00	292.60	417.10	228.90	198.80	226.50	407.60	219.80	381.70
Wholesale trade	398.50	311.70	376.60	191.10	181.50	187.50	372.40	266.90	340.70
Retail trade	336.90	276.60	316.80	182.40	175.90	179.20	263.80	170.30	216.40
Transport and storage; communication	434.80	354.40	421.40	223.90	210.10	219.50	418.80	314.90	399.10
Finance, business services	432.00	310.10	380.50	212.90	203.80	206.50	370.80	245.10	307.20
Public administration, community services, etc.	464.50	371.20	419.10	226.20	215.00	219.40	433.70	293.40	353.20
Other industries	364.30	295.10	338.00	166.90	181.50	175.90	263.50	178.80	217.10
Total all industries	427.30	333.50	398.10	207.80	195.00	202.00	389.50	255.10	335.40

TABLE 2. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1984
(\$)

State or Territory	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	440.20	331.40	404.40	214.50	194.30	205.90	403.30	263.00	346.40
Victoria	423.80	339.40	396.90	209.40	199.40	204.90	385.90	268.60	339.70
Queensland	405.30	325.50	383.60	208.90	186.90	198.50	370.90	237.50	320.60
South Australia	406.50	324.00	383.30	195.70	200.60	197.80	360.90	229.50	306.40
Western Australia	429.00	329.70	400.10	192.90	198.50	195.90	392.00	229.40	322.60
Tasmania	411.00	327.30	387.20	200.60	181.60	190.40	376.90	232.60	316.20
Northern Territory	466.90	372.10	433.90	241.80	216.30	229.80	434.00	316.60	386.60
Australian Capital Territory	493.70	364.10	445.00	179.30	204.90	193.50	449.10	297.90	382.40
Australia	427.30	333.50	398.10	207.80	195.00	202.00	389.50	255.10	335.40

TABLE 3. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1984

Industry	Males			Females			Persons		
	Average weekly earnings	Average weekly hours paid for	Average hourly earnings	Average weekly earnings	Average weekly hours paid for	Average hourly earnings	Average weekly earnings	Average weekly hours paid for	Average hourly earnings
	(\$)		(\$)	(\$)			(\$)	(\$)	(\$)
ADULT EMPLOYEES									
Mining	607.40	41.9	14.48	383.20	39.8	9.63	591.30	41.8	14.15
Manufacturing—									
Food, beverages and tobacco	381.40	42.4	9.01	298.10	39.4	7.57	360.00	41.6	8.66
Textiles; clothing and footwear	334.60	41.1	8.14	253.80	38.8	6.55	275.60	39.4	7.00
Paper, printing, etc.	430.20	40.3	10.68	313.40	37.8	8.29	396.60	39.6	10.03
Chemical, petroleum and coal products	429.50	41.5	10.36	317.20	38.4	8.26	395.80	40.5	9.76
Metal products, machinery and equipment—									
Basic metal products	427.40	41.0	10.42	334.00	38.1	8.77	419.80	40.8	10.29
Fabricated metal products; other machinery, etc.	375.10	41.5	9.03	307.00	40.1	7.65	359.70	41.2	8.73
Transport equipment	391.10	41.4	9.44	293.10	40.2	7.29	378.30	41.3	9.17
Total metal products, etc.	390.40	41.4	9.43	306.20	40.0	7.66	375.90	41.2	9.13
Other manufacturing	356.70	41.5	8.60	270.00	38.1	7.08	341.80	40.9	8.36
Total manufacturing	386.30	41.5	9.31	289.40	39.0	7.41	362.10	40.9	8.86
Electricity, gas and water	447.00	39.8	11.24	345.30	36.9	9.37	439.00	39.5	11.10
Construction	425.10	40.6	10.47	326.70	37.9	8.63	418.20	40.4	10.35
Wholesale trade	358.90	40.2	8.92	301.40	38.3	7.87	342.50	39.7	8.63
Retail trade	315.90	42.2	7.49	273.10	39.5	6.92	300.00	41.2	7.29
Transport and storage; communication	423.30	40.9	10.36	355.30	39.4	9.02	411.60	40.6	10.14
Finance, business services	386.20	39.3	9.83	310.90	37.9	8.21	348.90	38.6	9.04
Public administration, community services, etc.	424.70	38.1	11.14	362.20	37.4	9.67	392.40	37.8	10.39
Other industries	345.20	40.1	8.61	293.00	39.4	7.44	323.70	39.8	8.14
Total all industries	405.50	40.3	10.05	329.20	38.2	8.62	380.00	39.6	9.59
JUNIOR EMPLOYEES									
Mining	350.40	38.7	9.05	217.90	37.6	5.80	303.40	38.3	7.92
Manufacturing—									
Food, beverages and tobacco	205.40	40.3	5.10	181.50	38.9	4.67	198.40	39.9	4.97
Textiles; clothing and footwear	174.50	39.4	4.43	166.70	38.6	4.32	168.90	38.8	4.35
Paper, printing, etc.	199.50	38.1	5.23	193.90	37.6	5.16	197.40	37.9	5.20
Chemical, petroleum and coal products	223.50	40.7	5.49	194.00	38.0	5.10	213.00	39.8	5.36
Metal products, machinery and equipment—									
Basic metal products	258.40	37.5	6.90	224.10	38.2	5.86	255.80	37.5	6.82
Fabricated metal products; other machinery, etc.	194.30	39.2	4.96	193.90	38.5	5.04	194.20	39.1	4.97
Transport equipment	219.60	39.3	5.58	198.80	38.7	5.14	217.80	39.3	5.54
Total metal products, etc.	211.70	38.9	5.44	197.20	38.5	5.12	209.70	38.9	5.39
Other manufacturing	198.10	39.9	4.96	197.40	39.4	5.01	198.00	39.8	4.97
Total manufacturing	205.50	39.3	5.23	185.40	38.6	4.81	200.30	39.1	5.12
Electricity, gas and water	257.90	38.2	6.75	237.80	37.3	6.37	253.40	38.0	6.67
Construction	228.90	38.7	5.92	198.80	37.9	5.25	226.50	38.6	5.87
Wholesale trade	191.10	39.1	4.88	181.50	38.1	4.77	187.50	38.7	4.84
Retail trade	182.40	40.5	4.50	175.90	39.0	4.51	179.20	39.8	4.51
Transport and storage; communication	223.90	38.6	5.79	210.10	38.4	5.48	219.50	38.6	5.69
Finance, business services	212.90	38.4	5.54	203.80	38.2	5.34	206.50	38.3	5.40
Public administration, community services, etc.	226.20	41.6	5.43	215.00	38.7	5.55	219.40	39.9	5.50
Other industries	166.90	40.6	4.11	181.50	40.0	4.54	175.90	40.3	4.37
Total all industries	207.80	39.6	5.24	195.00	38.7	5.05	202.00	39.2	5.15

TABLE 4. FULL-TIME NON-MANAGERIAL EMPLOYEES : ADULT MALE AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1984

<i>Industry</i>	<i>Overtime earnings (\$)</i>	<i>Ordinary time earnings (\$)</i>	<i>Total earnings (\$)</i>	<i>Overtime hours paid for</i>	<i>Ordinary time hours paid for</i>	<i>Total hours paid for</i>
Mining	85.80	521.60	607.40	5.4	36.6	41.9
Manufacturing—						
Food, beverages and tobacco	58.50	323.00	381.40	4.4	38.0	42.4
Textiles; clothing and footwear	35.90	298.70	334.60	3.2	37.9	41.1
Paper, printing, etc.	48.60	381.60	430.20	3.2	37.1	40.3
Chemical, petroleum and coal products	48.70	380.80	429.50	3.3	38.2	41.5
Metal products, machinery and equipment—						
Basic metal products	56.70	370.70	427.40	3.9	37.1	41.0
Fabricated metal products; other machinery, etc.	49.90	325.20	375.10	4.1	37.5	41.5
Transport equipment	50.80	340.20	391.10	3.6	37.8	41.4
<i>Total metal products, etc.</i>	<i>51.50</i>	<i>338.90</i>	<i>390.40</i>	<i>3.9</i>	<i>37.5</i>	<i>41.4</i>
Other manufacturing	46.30	310.40	356.70	3.6	37.9	41.5
<i>Total manufacturing</i>	<i>50.90</i>	<i>335.40</i>	<i>386.30</i>	<i>3.8</i>	<i>37.7</i>	<i>41.5</i>
Electricity, gas and water	40.60	406.40	447.00	2.8	37.0	39.8
Construction	42.70	382.40	425.10	2.8	37.8	40.6
Wholesale trade	24.20	334.60	358.90	1.9	38.3	40.2
Retail trade	17.40	298.50	315.90	1.5	40.7	42.2
Transport and storage; communication	45.50	377.80	423.30	3.3	37.5	40.9
Finance, business services	14.70	371.50	386.20	1.1	38.2	39.3
Public administration, community services, etc.	17.30	407.50	424.70	1.1	37.1	38.1
Other industries	*	320.40	345.20	1.5	38.6	40.1
Total all industries	36.40	369.10	405.50	2.6	37.8	40.3

TABLE 5. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, STATES AND TERRITORIES, NOVEMBER 1984

AVERAGE WEEKLY EARNINGS (\$)								
<i>State or Territory</i>	<i>Full-time adult employees</i>						<i>Full-time junior employees</i>	
	<i>Average weekly overtime earnings</i>		<i>Average weekly ordinary time earnings</i>		<i>Average weekly total earnings</i>		<i>Average weekly total earnings</i>	
	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
New South Wales	40.30	10.20	380.30	318.60	420.50	328.80	214.50	194.30
Victoria	37.70	9.30	359.70	323.00	397.50	332.30	209.40	199.40
Queensland	28.10	6.10	359.50	318.60	387.70	324.70	208.90	186.90
South Australia	32.00	6.50	355.70	313.20	387.70	319.70	195.70	200.60
Western Australia	39.20	8.10	374.40	319.10	413.70	327.20	192.90	198.50
Tasmania	27.60	5.40	360.40	315.70	388.00	321.10	200.60	181.60
Northern Territory	49.80	9.40	398.70	355.10	448.50	364.50	241.80	216.30
Australian Capital Territory	23.70	6.80	406.70	341.10	430.40	348.00	179.30	204.90
Australia	36.40	8.80	369.10	320.40	405.50	329.20	207.80	195.00
AVERAGE WEEKLY HOURS PAID FOR								
<i>State or Territory</i>	<i>Full-time adult employees</i>						<i>Full-time junior employees</i>	
	<i>Average weekly overtime hours paid for</i>		<i>Average weekly ordinary time hours paid for</i>		<i>Average weekly total hours paid for</i>		<i>Average weekly total hours paid for</i>	
	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
New South Wales	2.8	0.8	37.3	37.0	40.1	37.9	40.1	38.3
Victoria	2.8	0.8	37.6	37.6	40.5	38.4	39.2	38.2
Queensland	2.0	0.5	38.0	37.9	40.1	38.4	39.6	39.3
South Australia	2.3	0.6	37.6	37.6	39.9	38.2	39.4	39.1
Western Australia	2.8	0.7	39.6	38.6	42.4	39.3	39.6	39.3
Tasmania	1.8	0.5	37.5	37.0	39.3	37.5	38.9	38.8
Northern Territory	3.4	0.7	39.0	37.5	42.4	38.2	41.3	37.6
Australian Capital Territory	1.6	0.5	37.3	36.9	38.9	37.4	38.8	38.8
Australia	2.6	0.7	37.8	37.5	40.3	38.2	39.6	38.7

**TABLE 6. FULL-TIME MALE MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES :
AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1984**
($\$$)

<i>Industry</i>	<i>Average weekly earnings</i>	<i>Industry</i>	<i>Average weekly earnings</i>
Mining	751.20	Electricity, gas and water	709.50
Manufacturing—		Construction	445.40
Food, beverages and tobacco	540.70	Wholesale trade	496.40
Textiles; clothing and footwear	485.60	Retail trade	382.50
Paper, printing, etc.	523.90	Transport and storage; communication	551.00
Chemical, petroleum and coal products	575.20	Finance, business services	528.70
Metal products, machinery and equipment—		Public administration, community services, etc.	668.80
Basic metal products	679.10	Other industries	412.10
Fabricated metal products; other machinery, etc.	497.40	Total all industries	527.00
Transport equipment	525.70		
<i>Total metal products, etc.</i>	<i>527.00</i>		
Other manufacturing	484.60		
<i>Total manufacturing</i>	<i>522.00</i>		

**TABLE 7. FULL-TIME MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES :
AVERAGE WEEKLY EARNINGS, STATES, NOVEMBER 1984**
($\$$)

<i>State</i>	<i>Males</i>	<i>Females</i>
New South Wales	531.30	361.80
Victoria	537.20	392.20
Queensland	485.10	321.60
South Australia	514.90	391.50
Western Australia	498.40	341.50
Tasmania	567.90	470.80
Australia(a)	527.00	370.80

(a) Includes the Northern Territory and the Australian Capital Territory.

**TABLE 8. PART-TIME ADULT EMPLOYEES : AVERAGE EARNINGS
AND HOURS PAID FOR, STATES, NOVEMBER 1984**

<i>State</i>	<i>Average weekly earnings (\$)</i>			<i>Average weekly hours paid for</i>			<i>Average hourly earnings (\$)</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	154.60	150.20	151.30	16.6	17.0	16.9	9.29	8.85	8.96
Victoria	140.90	157.30	152.40	14.0	16.6	15.8	10.10	9.48	9.64
Queensland	142.10	134.80	136.50	16.7	17.1	17.0	8.53	7.87	8.01
South Australia	155.50	152.60	153.20	17.7	17.7	17.7	8.77	8.63	8.66
Western Australia	139.80	134.00	135.10	16.1	17.6	17.4	8.68	7.61	7.79
Tasmania	177.10	148.10	153.40	18.6	17.3	17.5	9.54	8.56	8.75
Australia(a)	147.40	148.20	148.00	15.9	17.1	16.9	9.25	8.65	8.79

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLES OF EMPLOYEES IN THE PRIVATE SECTOR

TABLE 9. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1984
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	627.60	385.50	609.30	349.90	216.20	299.00	617.20	333.00	588.40
Manufacturing—									
Food, beverages and tobacco	406.30	303.90	381.70	205.70	181.30	198.30	388.10	269.40	355.30
Textiles; clothing and footwear	374.00	255.50	294.10	174.50	166.30	168.60	353.60	235.10	270.50
Paper, printing, etc.	446.90	321.20	413.20	198.10	192.20	195.90	406.80	267.10	362.10
Chemical, petroleum and coal products	463.50	322.20	425.30	237.20	194.10	219.90	455.50	305.70	412.50
Metal products, machinery and equipment—									
Basic metal products	451.30	337.80	442.60	258.30	224.50	255.80	437.10	315.50	426.90
Fabricated metal products; other machinery, etc.	396.90	311.40	378.50	194.70	193.90	194.60	374.20	278.80	350.70
Transport equipment	404.10	289.80	386.20	215.60	195.30	213.20	389.10	275.50	370.60
Total metal products, etc.	410.10	309.30	392.30	210.70	196.70	208.70	390.60	281.00	368.80
Other manufacturing	376.90	273.90	358.60	197.80	197.00	197.70	356.20	249.60	334.30
Total manufacturing	407.60	293.10	379.90	204.60	184.70	199.30	386.80	264.20	353.20
Electricity, gas and water	448.00	354.00	435.80	260.50	218.00	249.80	437.80	326.10	421.40
Construction	426.60	266.00	413.40	226.90	189.20	225.10	402.50	195.20	373.10
Wholesale trade	398.40	311.70	376.60	191.20	181.10	187.40	372.10	266.80	340.50
Retail trade	336.80	276.60	316.80	182.40	175.90	179.20	263.60	170.10	216.20
Transport and storage; communication	428.70	315.10	403.40	221.00	196.00	208.00	391.80	270.10	360.50
Finance, business services	431.90	308.70	380.10	212.10	202.00	204.90	362.60	240.60	301.30
Public administration, community services, etc.	440.30	330.00	365.50	226.30	189.10	208.80	373.70	230.40	262.30
Other industries	348.70	288.40	325.50	164.20	179.20	173.50	246.60	173.10	205.90
Total all industries	412.10	302.60	379.40	202.20	186.50	195.30	365.70	222.90	307.20

TABLE 10. FULL-TIME MALE NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1984

Industry	Full-time adult male employees					Full-time junior male employees		
	Overtime earnings	Overtime hours paid for	Ordinary time earnings	Ordinary time hours paid for	Total earnings	Total hours paid for	Total earnings	Total hours paid for
	(\$)		(\$)		(\$)		(\$)	
Mining	89.60	5.6	522.60	36.6	612.20	42.2	349.90	38.9
Manufacturing—								
Food, beverages and tobacco	59.00	4.4	323.10	38.0	382.10	42.4	205.70	40.4
Textiles; clothing and footwear	35.80	3.2	299.00	37.9	334.80	41.1	174.50	39.4
Paper, printing, etc.	48.30	3.2	382.50	37.0	430.80	40.2	198.10	38.1
Chemical, petroleum and coal products	51.70	3.5	381.70	38.2	433.40	41.7	237.20	41.4
Metal products, machinery and equipment—								
Basic metal products	56.90	3.9	370.70	37.1	427.70	41.1	258.30	37.5
Fabricated metal products; other machinery, etc.	51.30	4.2	323.60	37.5	374.80	41.7	194.70	39.3
Transport equipment	65.30	4.6	327.10	36.8	392.30	41.4	215.60	38.3
Total metal products, etc.	55.90	4.2	335.00	37.2	390.90	41.5	210.70	38.7
Other manufacturing	46.50	3.6	310.20	38.0	356.70	41.5	197.80	39.9
Total manufacturing	53.10	4.0	333.20	37.6	386.30	41.5	204.60	39.2
Electricity, gas and water	50.10	4.6	383.10	36.9	433.20	41.5	260.50	38.9
Construction	52.40	3.4	377.30	37.8	429.60	41.2	226.90	38.8
Wholesale trade	24.20	1.9	334.60	38.3	358.90	40.2	191.20	39.1
Retail trade	17.40	1.5	298.40	40.7	315.80	42.2	182.40	40.5
Transport and storage; communication	66.00	5.2	347.10	38.5	413.10	43.7	221.00	40.2
Finance, business services	16.20	1.2	369.50	38.2	385.70	39.3	212.10	38.1
Public administration, community services, etc.	*	*	355.80	37.5	386.20	39.7	226.30	45.0
Other industries	*	1.5	302.70	38.8	327.90	40.3	164.20	40.7
Total all industries	44.00	3.2	346.60	38.1	390.70	41.3	202.20	39.9

TABLE 11. FULL-TIME NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, STATES, NOVEMBER 1984

AVERAGE WEEKLY EARNINGS (\$)								
State	Full-time adult employees						Full-time junior employees	
	Average weekly overtime earnings		Average weekly ordinary time earnings		Average weekly total earnings		Average weekly total earnings	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	45.70	11.30	358.20	293.40	403.90	304.70	209.20	188.30
Victoria	46.50	11.40	334.70	291.20	381.10	302.60	203.10	188.30
Queensland	33.40	7.10	343.90	285.60	377.30	292.70	205.30	177.00
South Australia	40.70	9.60	327.80	270.00	368.50	279.50	192.20	193.00
Western Australia	52.80	12.60	362.70	276.20	415.50	288.80	184.00	191.80
Tasmania	34.90	7.90	335.90	278.00	370.70	285.90	192.30	171.00
Australia(a)	44.00	10.70	346.60	288.60	390.70	299.40	202.20	186.50

AVERAGE WEEKLY HOURS PAID FOR

State	Full-time adult employees						Full-time junior employees	
	Average weekly overtime hours paid for		Average weekly ordinary time hours paid for		Average weekly total hours paid for		Average weekly total hours paid for	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	3.3	1.0	37.7	37.5	41.0	38.5	40.6	38.4
Victoria	3.6	1.0	37.8	37.4	41.3	38.4	39.2	38.0
Queensland	2.3	0.6	38.3	38.5	40.6	39.1	40.0	39.7
South Australia	3.0	*	37.9	37.8	40.9	38.6	39.5	39.0
Western Australia	3.8	1.1	40.5	39.0	44.3	40.1	39.6	39.3
Tasmania	2.4	*	37.8	38.0	40.1	38.7	39.0	38.7
Australia(a)	3.2	0.9	38.1	37.7	41.3	38.6	39.9	38.7

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 12. FULL-TIME MALE MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1984 (\$)

Industry	Average weekly earnings	Industry	Average weekly earnings
Mining	751.80	Electricity, gas and water	606.00
Manufacturing—		Construction	416.40
Food, beverages and tobacco	540.00	Wholesale trade	495.40
Textiles; clothing and footwear	484.00	Retail trade	382.40
Paper, printing, etc.	522.70	Transport and storage; communication	497.60
Chemical, petroleum and coal products	573.00	Finance, business services	514.50
Metal products, machinery and equipment—		Public administration, community services, etc.	545.80
Basic metal products	678.90	Other industries	395.00
Fabricated metal products; other machinery, etc.	496.80	Total all industries	484.00
Transport equipment	510.40		
<i>Total metal products, etc.</i>	<i>524.20</i>		
Other manufacturing	484.50		
<i>Total manufacturing</i>	<i>520.10</i>		

TABLE 13. FULL-TIME MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS, STATES, NOVEMBER 1984 (\$)

State	Males	Females
New South Wales	501.30	335.30
Victoria	496.80	339.00
Queensland	450.10	302.50
South Australia	458.20	301.60
Western Australia	454.20	285.20
Tasmania	497.80	354.50
Australia(a)	484.00	325.00

(a) Includes the Northern Territory and the Australian Capital Territory.

TECHNICAL NOTE

Introduction

Since the estimates in this publication are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability.

Reliability of the estimates

2. One measure of the sampling variability is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employers was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained had all employers been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. The standard error can also be expressed as a percentage of the estimate and this is known as the *relative standard error*. The table below sets out approximate relative standard errors for a selection of average weekly earnings estimates.

4. An example of the use of this table is as follows: the estimate of average weekly earnings for adult male full-time non-managerial employees (all industries) in Australia is shown in Table 3 as \$405.50. The approximate relative standard error of this estimate is 0.3 per cent (or approximately \$1.20 rounded to the nearest ten cents). There are two chances in three that a complete collection would give a figure within the range \$404.30 to \$406.70 and nineteen chances in twenty that the figure would be within the range \$403.10 to \$407.90.

5. Estimates with a relative standard error greater than 15 per cent have not been included in this publication, except for estimates of overtime earnings and hours. Estimates of overtime earnings and hours are included if their relative standard errors are less than 15 per cent, or between 15 per cent and 20 per cent providing their standard errors are less than \$3.00 or 0.5 hours respectively.

6. The relative standard errors of the estimates of average weekly overtime earnings and hours, and of average weekly earnings and hours for part-time employees, are generally less than 10 per cent. Those relating to the private sector only are generally slightly higher than those for the private and government sectors combined.

7. The relative standard errors of average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours, the standard error percentages approximate those shown for average weekly overtime earnings.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents. Inaccuracies of this kind are referred to as *non-sampling errors*, and they may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce non-sampling errors by careful design of questionnaires and detailed checking of completed returns.

APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,
FULL-TIME EMPLOYEES, ALL INDUSTRIES, AUSTRALIA, NOVEMBER 1984
(Per cent)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY EARNINGS, PRIVATE FULL-TIME MANAGERIAL, ETC. EMPLOYEES									
Males	1.8	2.0	3.5	3.3	3.4	2.9	4.9	5.9	1.1
Females	4.4	6.2	4.6	10.1	5.5	3.6	9.9	13.9	2.8
AVERAGE WEEKLY EARNINGS, ALL FULL-TIME NON-MANAGERIAL EMPLOYEES									
Adult males—									
Overtime earnings	3.0	3.9	6.9	7.6	7.9	4.3	8.7	4.9	2.0
Ordinary time earnings	0.5	0.5	0.8	0.8	1.0	0.7	1.5	1.3	0.3
Total earnings	0.5	0.6	1.0	0.9	1.2	0.7	1.7	1.3	0.3
Junior males—									
Total earnings	2.1	1.7	2.5	3.1	3.0	2.9	6.0	4.2	1.1
Adult females—									
Overtime earnings	6.1	5.1	6.3	16.6	10.2	12.8	4.8	5.4	3.4
Ordinary time earnings	0.7	0.7	0.8	1.1	1.1	1.2	0.8	0.7	0.4
Total earnings	0.7	0.7	0.8	1.1	1.1	1.2	0.9	0.7	0.4
Junior females—									
Total earnings	1.7	2.1	1.4	1.5	1.5	3.4	1.6	3.9	0.8

**APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:
FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1984
(Per cent)**

<i>Industry</i>	<i>Adult males</i>	<i>Adult females</i>	<i>Junior males</i>	<i>Junior females</i>
Mining	1.3	2.1	3.2	4.9
Manufacturing—				
Food, beverages and tobacco	1.3	1.6	6.0	3.3
Textiles; clothing and footwear	1.6	1.5	4.2	3.1
Paper, printing, etc.	1.4	2.2	2.0	4.5
Chemical, petroleum and coal products	1.9	1.2	2.9	5.9
Metal products, machinery and equipment—				
Basic metal products	1.1	1.0	1.2	1.2
Fabricated metal products; other machinery, etc.	1.3	3.3	3.4	6.9
Transport equipment	0.8	1.6	2.6	3.7
<i>Total metal products, etc.</i>	<i>0.7</i>	<i>2.4</i>	<i>2.1</i>	<i>5.0</i>
Other manufacturing	1.8	2.7	6.1	4.4
<i>Total manufacturing</i>	<i>0.6</i>	<i>1.1</i>	<i>1.8</i>	<i>2.1</i>
Electricity, gas and water	0.3	0.1	0.3	0.3
Construction	1.9	2.2	4.0	5.9
Wholesale trade	2.0	1.8	5.3	5.2
Retail trade	1.2	0.8	2.4	1.7
Transport and storage, communication	0.5	0.7	0.9	1.8
Finance, business services	1.1	0.6	1.1	1.4
Public administration, community services, etc.	0.5	0.4	1.2	1.8
Other industries	2.9	1.6	4.6	3.3
Total all industries	0.3	0.4	1.1	0.8

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